

THE WORK PROGRAM FOR THE PLANNING STAFF

I. General Statement

The first task confronting the Planning Staff is that of measuring the problem presented by the concept of training and career management for CIA and to define the problem in terms of specific projects and fields of investigation in terms of priorities in such a way that reasonable progress can be made on all pressing problems and that haphazard and expedient half measures do not result.

II. Training

The field of training for planning purposes is broadly considered to consist of the following essential elements:

A. The education in the field of intelligence as a whole of all personnel on duty with the Agency who have had no prior intelligence experience.

B. The specific intelligence training in addition to A above with respect to the general nature of probable assignment of new personnel

viz intelligence research, analysis and reporting, intelligence operations,
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or intelligence staff and administrative duties.

C. The specialized training of selected individuals on a one-time or intermittent basis either to equip them more adequately to perform in their present jobs, or to become eligible for other assignments within the Agency.

III. Evaluation and Assessment

Inasmuch as this process permeates all three categories of training cited above, and is the foundation upon which an effective career management planning must be based, it is essential that considerable research be conducted into the nature and extent of established techniques, the degree to which established techniques require modification in view of the peculiar nature of the intelligence processes and a facility established adequate to maintain the resulting evaluation assessment program.